



THE COMMUNICATOR

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Grant County Employee Newsletter

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Grant County's LEAN Initiative

Submitted by Joyce Roling, Personnel Director

Lean = Continuous process improvement

Even though the formal classes ended, the Lean journey will continue. We learned a great deal about Lean Government, the importance of organization, team facilitation and change management. It is now time to share our Lean tips and tricks with all staff and create a sustainable Lean Culture in Grant County.

Grant County and Southwest Wisconsin Technical College will be providing several sessions of Lean training in the near future. These sessions will give a global snapshot of what Lean is all about. Stay tuned for these opportunities...

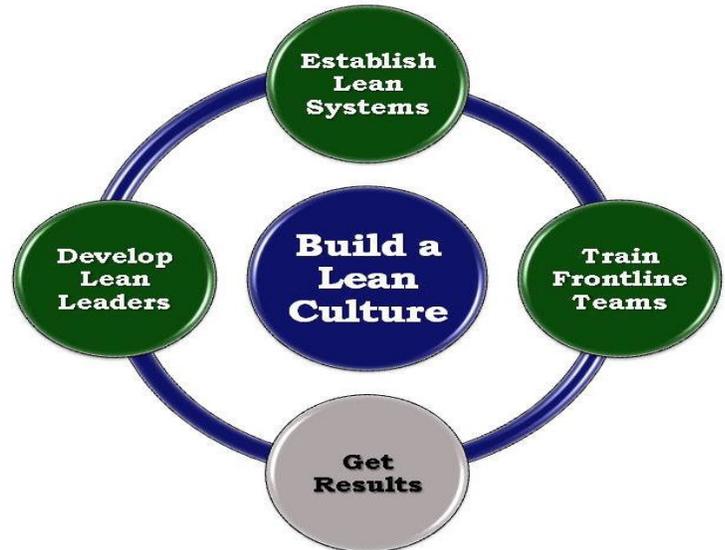
- ✓ 4 hours of Lean Overview
- ✓ 8 hours of training in all topics delivered in two four hour classes

Congratulations to the following for completion of the Lean Training from January through June 2015.

Amy Miller
Annette Lolwing
Carol Schwartz
Crystal Riley
Deb Donald
Fred Naatz

Gary Ranum
Jeff Kindrai
Kelly Bird
Lori Reid
Lynda Schweikert
Nancy Scott

Nate Dreckman
Robert Keeney
Todd Kasper
Tony Sheckles
Tori Armstrong
Joyce Roling





American's with Disabilities Act Celebrates 25 Years

Twenty-five years ago, with the passage of the Americans with Disabilities Act (ADA), our nation committed itself to the elimination of discrimination against people with disabilities. The U.S. Department of Justice's Civil Rights Division is proud to play a critical role in enforcing the ADA, working towards a future in which all the doors are open to equality of opportunity, full participation, independent living, integration and economic self-sufficiency for persons with disabilities.

The Americans with Disabilities Act (ADA) was signed into law on July 26, 1990, by President George H.W. Bush. The ADA is one of America's most comprehensive pieces of civil rights legislation that prohibits discrimination and guarantees that people with disabilities have the same opportunities as everyone else to participate in the mainstream of American life -- to enjoy employment opportunities, to purchase goods and services, and to participate in State and local government programs and services. Modeled after the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin – and Section 504 of the Rehabilitation Act of 1973 -- the ADA is an "equal opportunity" law for people with disabilities.

Go to ADA.gov to learn more about ADA.

Department of Justice – Civil Rights Division

2015 HRA Rollover (Additional Benefit)

The 2015 HRA Rollover (Additional Benefit) has been calculated and disbursed for qualifying deductibles. Please contact the Third Party Administrators (TPA) should you have payment or balance questions.

EBC (Dean Health Ins.)
(800)346-2126 www.ebcflex.com

Health Choices (Medical Associates)
(866)390-3872 www.mahealthcare.com

These documents may also be helpful

Health Insurance Contact List
Rollover Explanation

*Located on the County's website
www.co.grant.wi.gov
(County Employee HR Documents link; Health Insurance link)*

Feel free to contact the County Personnel Department should you need additional assistance. 723-2540



Plan to attend the
Grant County Fair
Aug. 16th – 23rd
www.grantcountyfairwi.org



Dana's Desktop

by Dana C. Andrews, IT Technician



When someone says Old Skool Computing, hit them with some of these facts...

The first computer (built in 1946) was almost 8ft high, 100ft long, and weighed nearly 67,000 lbs (33 ½ tons). It contained 17,468 vacuum tubes, 7,200 crystal diodes, 1,500 relays, 70,000 resistors, 10,000 capacitors and around 5 million hand-soldered joints. It was called ENIAC and its primary purpose was calculating artillery firing tables although it was also used initially to study the feasibility of the hydrogen bomb. It was built by the University of Pennsylvania under a U.S. Army contract.

The first portable computer, the Osborne I, weighed 26 ¼ lbs (11.88kg) and measured 20.5 inches (52 cm) wide.

The terms "debugging" is popularly attributed to Admiral "Amazing" Grace Hopper. While assigned to the next generation of computers at Harvard University (the Mark II), an undergrad discovered a moth stuck in a relay as the cause of a failed operation. She noted in the log that they had "debugged" the system.

Programmer Charley Kline sent the first computer-to-computer message in 1969; only the first two letters got through before the system crashed. Today, approximately 200 billion emails are sent a day worldwide.

A group of Cambridge University geeks invented the webcam in 1991 so they could check when their coffee pot, in another room, was empty. That pot was auctioned on eBay for £3,350.

The first spreadsheet program available for personal computers was called VisiCalc and is considered the first killer app by Apple. It is often referred to as the application that turned the microcomputer from a hobby into a serious business tool. Maybe more importantly, VisiCalc represented a new idea in the use of a computer. Conventional programming at the time was a sequence of steps where in this new thing when you made a change in one place, all other things changed instantly and automatically.

The QWERTY layout used for Latin character (English language) computer keyboards is 135 years old. It was originally invented for a new form of typewriter.

American inventor Douglas Engelbart created the computer mouse in 1964. It was made almost entirely out of wood.



(More about the QWERTY keyboard: Sold to Remington in 1873, it became popular with the success of the Remington No. 2 (1878). The layout was devised and created by Christopher Latham Sholes, a newspaper editor and printer who lived in Milwaukee. It was designed to prevent the locking up of the metal typewriter arms for the letter combination "th" and "st". After Remington purchased the device they made several adjustments including placing the "R" key in the place previously allotted to the period key. It has been claimed the purpose was to enable salesmen to impress customers by pecking out the brand name "TYPE WRITER" using just one keyboard row. Is this true? There are only four other English ten-letter words that can be spelled using just the letters in the top row: perpetuity, prerequisite, proprietor, and repertoire. Vestiges of the original alphabetical layout remained in the "home row" sequence DFGHJKL.)



Corporate Discounts

Grant County partners with three businesses for corporate discounts available to the County's employees. US Cellular and SUPPZ have partnered with us for several years. Our newest partner is Elite Fitness.

US Cellular Partner's Employee Discount Plan

US Cellular provides a discount to Grant County employees who are participating in a qualifying personal US Cellular plan. To see if you qualify for this discount, you need to go to any US Cellular authorized agent (example: Radio-Shack in Lancaster).



You will need to show proof that you are a Grant County employee (pay stub or employee badge) and give them the following discount code: PED4581. You must contact US Cellular every two years to renew this.

Anyone wishing to have a specific subject discussed in a future newsletter may contact Joyce Roling at 723-2045 or jroling@co.grant.wi.gov.



Your company is a Corporate partner of Suppz Gym. As an employee, you are eligible to receive our special Corporate rates including access to all four locations. Prices are based on a 1 yr agreement.

Single - \$28 a month EFT
Couple - \$46 a month EFT
Family - \$58 a month EFT

\$20 enrollment fee due at the time of signing up.

This membership includes:

- 24 hour access to 4 Suppz Gym locations
Fennimore - (608)822.4066
Lancaster - (608)723.3481
Prairie Du Chien - (608)326.2348
Boscobel - (608)375.2295
- Free classes
- Free fitness assessment
- Use of locker rooms and showers
- Tanning available at Fennimore location
- Full free weight section
- Personal training (fees)



Visit www.suppzgym.com



Corporate Discount
 Rate based on a 1-year agreement
 \$50.00 sign-up fee
 Class prices vary
 Discount is for employee only

GUILT FREE ADVANCE TRAINING

Don't hide yourself within your own shadow. Let our well educated personnel help you take the next step reaching your personal goals!

- Massage Room
- Group Classes
- Private Training Room



\$27.99 / Month

24/7 Access

100% RESULT



Astro Turf

- 50 Yard indoor astro turf speed and agility track!
- 65ft Sand pit for resistance training



Fitness Health

- Calorie tracking application with membership.
- Professional hot yoga studio



Best Services

- 10,000 Square feet of state of the art cardio and strength training equipment.
- His/her locker rooms & showers

Contact: 608.723.0112 **Address:** 246 S. Roosevelt **W:** facebook/elitefitnesswi

Service Anniversaries

July through September (5 year increments)

Nathan Dreckman (Sheriff), **20 years** on July 31
Jennifer Carl (Orchard Manor), **20 years** on August 22

James Robison (Orchard Manor), **10 years** on September 9
Rachael Schneider (Orchard Manor), **10 years** on September 9
Thomas Schindler (Sheriff), **10 years** on September 14

Jeffrey Krueger (Conservation, Sanitation, and Zoning), **5 years** on July 12
Dana Andrews (Information Technology), **5 years** on July 26
Mark Schwarz (Sheriff), **5 years** on August 1
Timothy Murphy (Veterans Service Office), **5 years** on August 30

Congratulations on reaching these milestones! Thank you.

Retirement Recognition

April 14, 2015 through June 30, 2015

Cummins Susan (Treasurer), **36 years** (retired April 30)
Harmon Rita (ADRC), **36 years** (retired June 17)

Grant County wishes you a happy and healthy retirement!

Reminder ~ Contact Dawn at the County Personnel Office at least two months before your retirement date so we can assist you with the process. Thank you!

ADA and FMLA

F A I B I N O S C D L S L C H E I R D S
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Accommodation
 ADA
 Barriers
 Civil rights
 Communication
 Disability
 Discrimination
 Equal Employment

Fairness
 Family
 Federal
 FMLA
 Leave
 Light Duty
 Medical
 Mental

Paperwork
 Physical
 Reasonable
 Requests
 Sick time
 Timeliness
 Wisconsin Regulations